



Civilian Community Management

*Shaping the workforce . . .
Supporting the warfighter . . .
Securing our future.*



Overview

- Seeing the Big Picture
- Accomplishments to Date
- The Civilian 5-Vector Model (a sneak preview)
- What's Next?



The Big Picture: Why CCM?

- Navy has never before attempted to manage entire workforce at a corporate level
- “Perfect storm” of rapidly changing mission, aging workforce, competing marketplace, and rising expectations



Why is CCM Important to the Navy?

- Recognizes and maximizes civilians as Total Force pillar
- Integrates Total Force strategic processes with active and Reserve forces
- Allows leadership to address DON-wide civilian issues, forecast future skill needs, and recruit and retain the right people
- Helps Navy implement National Security Personnel System (NSPS)



CCM Also Benefits Civilians

- Provides career resources, mentoring, and “road maps” (i.e. Sea Warrior)
- Develops sense of community identity
- Pinpoints gaps in employees’ skills & knowledge to increase competitiveness
- Identifies other professions where skills are valued



CCM's Stand-up & Mission

- **2001:** Civilian Community Management is recommended by RII Board and established by CNO, with a mission to:
 - Ensure Navy has right people, at right time, at right cost to meet Navy's mission
 - Follow principles of effective strategic workforce planning



CCM: Early Progress

- **2002:** Community Leadership Board and 21 communities established; Director, small staff hired
- **2003:** First Community Manager (CM) hired; SkillsNet information gathering begins; individual communities' "health" assessed; job identification begun
- **2004:** More CMs hired; CCM staff increased; first surveys initiated and completed



The Role of Community Managers

Work with Community Leaders to maximize civilian human capital management by

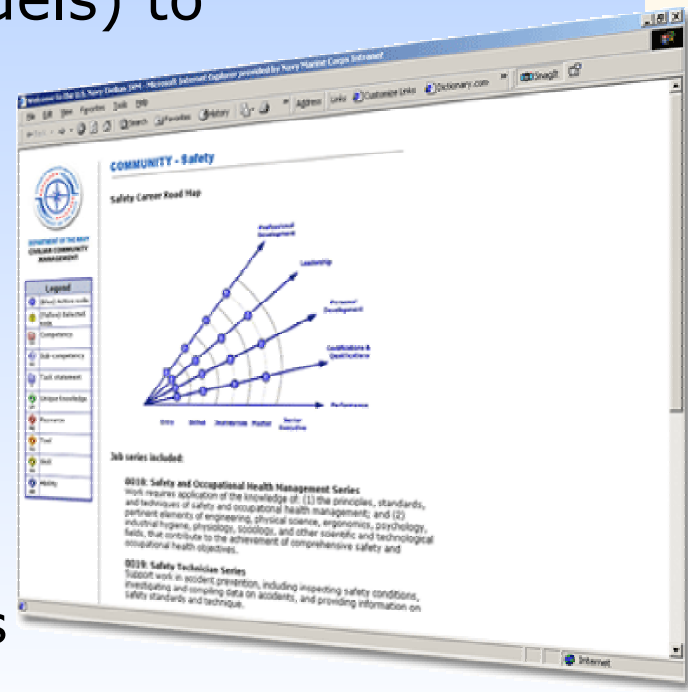
- Developing relationships with key community players
- Creating solutions to address critical needs of community
- Overseeing survey processes to collect data and assess community health
- Populating 5-Vector Models with data collected on job competencies and other requirements



Building Career Roadmaps

Based on survey data, CCM is developing new Career Roadmaps (5-Vector Models) to

- Summarize competencies and other requirements for career paths in each community
- Ensure appropriate levels of expertise, certifications across Navy's civilian communities
- Help civilians define their strengths and market their skills by competencies





How SkillsNet is Helping Us Gather Data

Select the **Tasks** that are appropriate boxes to

Task List	
<input type="checkbox"/>	ADDRESS UNETHICAL
<input type="checkbox"/>	ASSESS EXTENT OF
<input checked="" type="checkbox"/>	ADMINISTER PROGRAM
<input checked="" type="checkbox"/>	ANALYZE MEMBER

COMMUNITY - Safety

Safety Career Road Map

Legend:

- Blue circle: Skill Active work
- Green circle: Skill Active work
- Yellow circle: Skill Active work
- Red circle: Skill Active work
- Blue circle: Skill Active work
- Green circle: Skill Active work
- Yellow circle: Skill Active work
- Red circle: Skill Active work
- Blue circle: Skill Active work
- Green circle: Skill Active work
- Yellow circle: Skill Active work
- Red circle: Skill Active work

Job series included:

0000: Safety and Occupational Health Management Series

- Web-based survey aids systematic analysis of individual job competencies
- Includes separate data collection and validation processes for accuracy

Data is collected, analyzed, and used to populate job-specific 5-Vector Models



What is a Competency?

“An observable, measurable pattern of skills, knowledge, abilities, behaviors, and other characteristics that an individual needs to perform work roles or occupational functions successfully.”

– Office of Personnel Management



5-Vector Model - A Closer Look

Welcome to the U.S. Navy Civilian SYM - Microsoft Internet Explorer provided by Navy Marine Corps Intranet

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites History Address Links Customize Links

COMMUNITY - Safety

Safety Career Road Map

Legend

(Blue) Active node
(Yellow) Selected node
Competency
Sub-competency
Task statement
Unique knowledge
Resource
Tool
Skill
Ability

Job series included:

0018: Safety and Occupational Health Management Series
Work requires application of the knowledge of: (1) the principles, standards, and techniques of safety and occupational health management; and (2) pertinent elements of engineering, physical science, ergonomics, psychology, industrial hygiene, physiology, sociology, and other scientific and technological fields, that contribute to the achievement of comprehensive safety and occupational health objectives.

0019: Safety Technician Series
Support work in accident prevention, including inspecting safety conditions, investigating and compiling data on accidents, and providing information on safety standards and technique.

- Based on a similar tool already used by Navy military
- Easy-to-use online resource, customized for each community
- Features macro view of career opportunities/requirements, drills down to specific areas for improvement, resources



CCM: Where We Are Today

- Continuing work on job task analyses and SkillsNet surveys of workforce competencies
- Publishing of 5-VMs begun under leadership of DASN (Civilian Human Resources) Patricia Adams
- Supporting NSPS, Sea Warrior, Total Force Task Force, and other strategic initiatives



CCM Progress

Mature Communities

- Safety & Health
- Program Management
- Contracts
- Security & Law Enforcement
- Analysts
- Community Support
- Legal
- Media & Public Affairs
- Financial Management

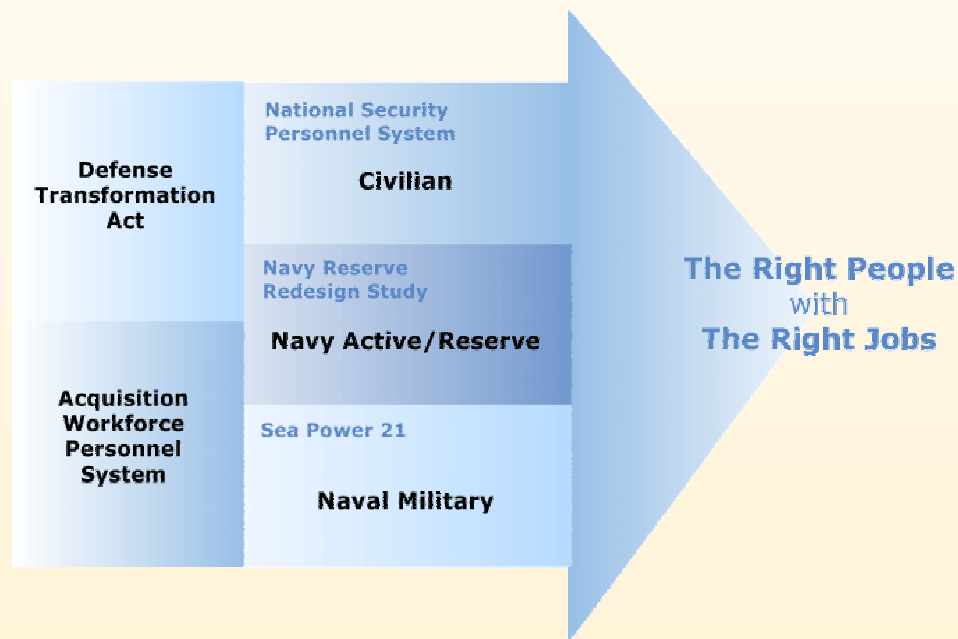
In Progress

- Industrial Trades
- Administrative
- Facilities
- Logistics
- Manufacturing & Production
- Medical
- Human Resources
- Environmental
- Science & Engineering
- Information Technology
- Intelligence
- Training & Education



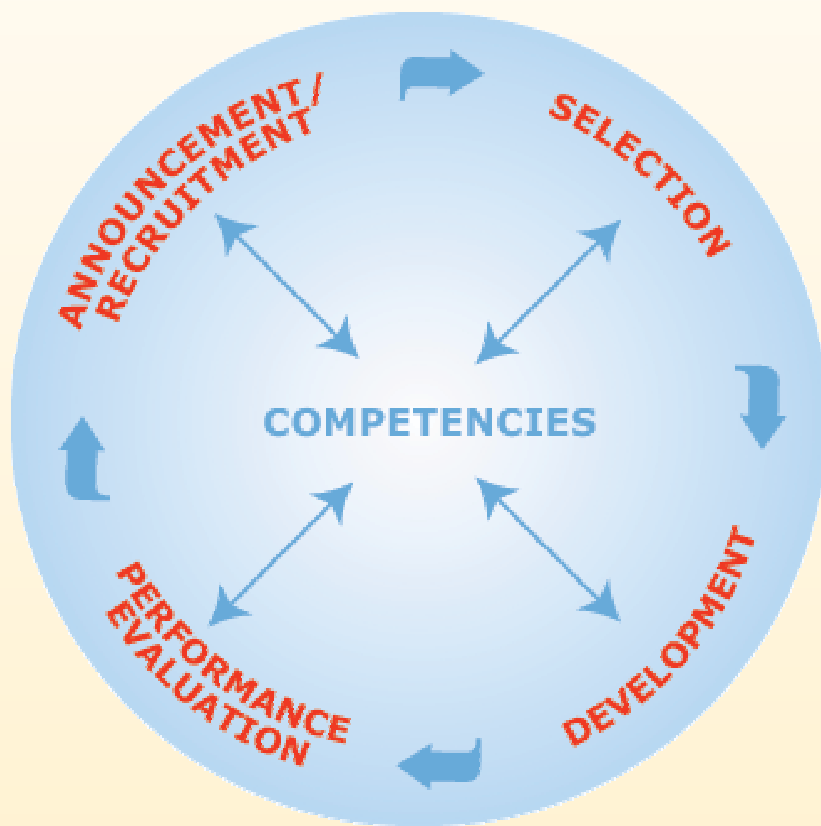
What's Next?

- Finalize 5-VMs for all 21 communities by 2006
- Educate and empower all civilians to take control of their careers
- Continue CCM efforts in support of Navy's Total Force approach by crosswalking competencies across communities and the military





How Competencies Support NSPS



- Create framework for development of employees' critical skills to enable higher performance
- Provide for more accurate performance evaluation and compensation decisions



Final Thoughts

Civilian Community Management

- Impacts all aspects of Navy's Human Capital Strategy – strategic, operational, financial
- Standardizes civilian competencies with those used by military
- Furthers transformation to Total Force approach and Sea Warrior initiative
- Supports Human Capital Management Governance Board by enhancing mutual understanding and coordination between military and civilian components



Learn More

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